

DATE: 3-27-2014

PROPOSALS:

CVPOA submits the instant proposal for Longevity Pay.

CURRENT LANGUAGE:

The last contractual language regarding pay was by way of side letter agreement. That Agreement was the result of The CVPOA's willingness to give up scheduled raises in an effort to assist the City at a time when the City needed financial assistance from the POA. Specific to Longevity Pay, the POA conceded Professional Enrichment Pay in direct exchange for the current Longevity Pay structure.

CONCERN:

The City currently has budgeted 237 Police Officer positions. 13 of these positions are considered "Frozen" and are not included in the budget. There are currently only 201 Police Officer positions filled (approximately equivalent to Department staffing in 1998). There are therefore 24 budgeted positions and 37 budgeted/frozen positions that are vacant.

The City has made extensive efforts to recruit officers. When comparing wages and benefits of CVPOA with local regional law enforcement agencies the City believes that CVPOA has a fairly good compensation package. Despite this claim, the City is having difficulty recruiting qualified applicants for the position of Police Officer. CVPOA has concerns regarding the City's position on the wages and benefits comparison and with the City's problem with recruiting.

First, the City's compensation comparison fails to take into account wage and benefit increases set to take place with these other agencies. For example, the City has failed to take into consideration the San Diego Sheriff Deputies' contract which will provide a significant increase to San Diego Sheriff Deputies by its conclusion (approximately 20% increase).

Second, The City on the one hand claims that the wages and benefits of CVPOA compare well to those of other local law enforcement agencies while on the other hand states that there is a recruitment problem. Obviously even if one accepts the

City's position that the wages compare well, the wages and benefits clearly do not compare well enough to help the City with its recruitment problem.

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Moreover, current a significant number of officers have submitted applications to other agencies due to the poor staffing conditions and inadequate benefits being paid by the City. In fact, several candidates who came from other local agencies within the last 5 years have left employment with the City and returned to their prior agencies as a direct result of the staffing problems and inadequate wages and benefits. So the City not only has a recruitment problem, it is having a retention problem.

The City admits that there is a staffing problem; there are too few officers patrolling Chula Vista. The City admits that the result of the vacant positions saves the City approximately 3 million dollars each fiscal year.

CVPOA is therefore concerned that staffing is at a critical level and yet inadequate steps are being taken to do anything about it. CVPOA believes a wages and benefits package must immediately be negotiated in order to stem the flow of officers out of the City and to attract qualified candidates for the police officer position to protect the public safety of the citizens of the City of Chula Vista.

PROPOSAL:

ARTICLE Longevity Pay

- I. Continue the current Longevity Pay program as previously negotiated.
- II. 4% base pay increase upon attaining 10 years as a City of Chula Vista Police Officer.

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RESULTS:

This stops the enormous outflow of highly qualified Chula Vista Police Officers who are currently seeking employment with other local police agencies. The City establishes a superior wage and benefit package in order to beat the competing agencies and assist in the retaining of qualified applicants to protect the citizens of the City of Chula Vista and solves its current staffing crisis.